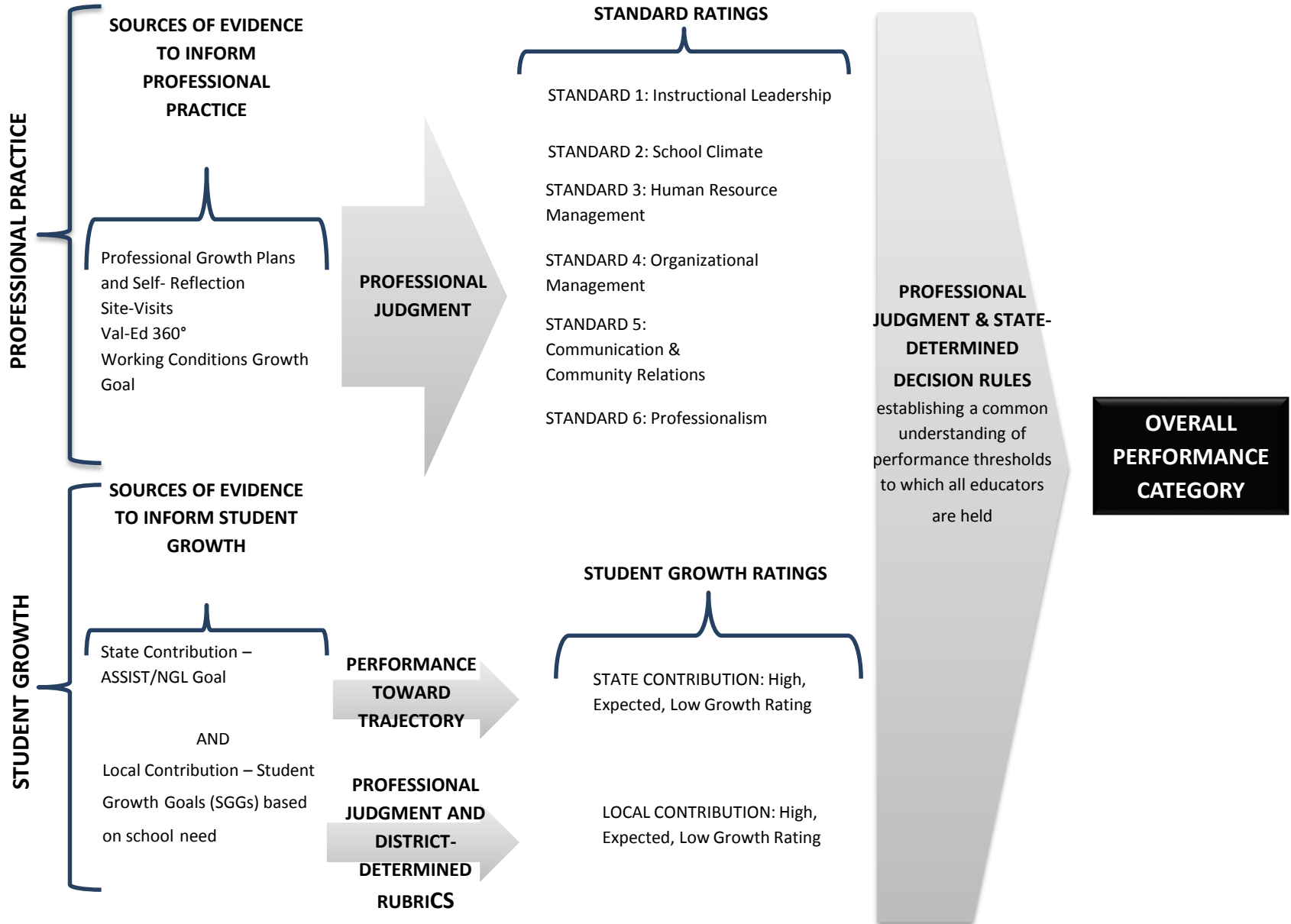




Principal & Assistant Principal Professional Growth and Effectiveness System

PPGES



Overall Performance Category

Professional Practice Based on
Principal Performance Standards

Exemplary	"Shall" have a minimum of a directed growth plan	"Shall" have a minimum of a self-directed growth plan	"Shall" have a minimum of a self-directed growth plan
Accomplished		"Shall" have a minimum of a self-directed growth plan	
Developing	"Shall" have a minimum of a directed growth plan		"Shall" have a minimum of a self-directed growth plan
Ineffective	"Shall" have a minimum of a Corrective Action Plan (Evaluator Directed)		
	Low Growth	Expected Growth	High Growth

Student Growth

Principal Performance Standards

1. Instructional Leadership

2. School Climate

3. Human Resources Management

4. Organizational Management

5. Communication and Community Relations

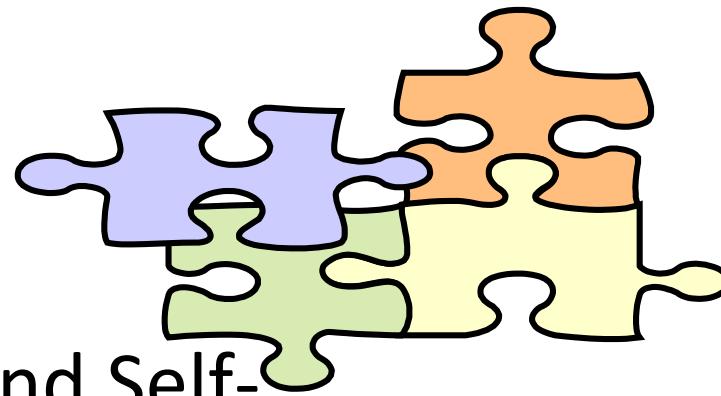
6. Professionalism

Arriving at a Professional Practice Rating

Sources of Evidence to Inform Professional Practice (Standards Rating)

- **Professional Growth Plan & Self-Reflection**
- **Site Visits (Not required for Assistant Principal)**
- **VAL-ED 360 Survey (Principal Only)**
- **TELL Kentucky Survey (2-Year WC GOAL)**
- **Products of Practice**

Professional Practice



Professional Growth Planning and Self-Reflection

Required:

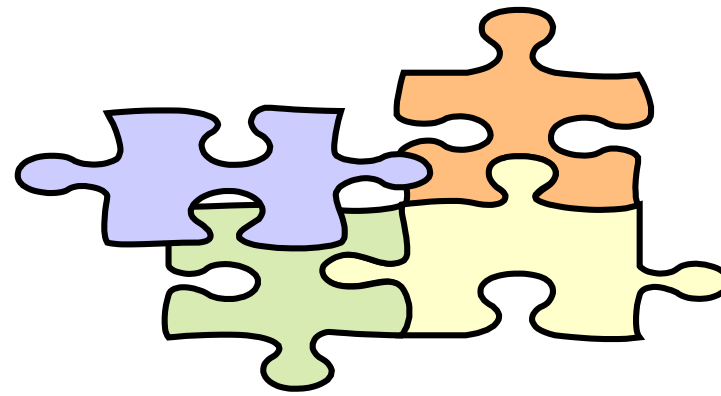
- All principals will participate in self-reflection and professional growth planning each year.
- All assistant principals will participate in self-reflection and professional growth planning each year.

Local District Decision:

- Explain timeline for submission of PGP for principals/assistant principals.

Professional Practice

Site Visits



Required:

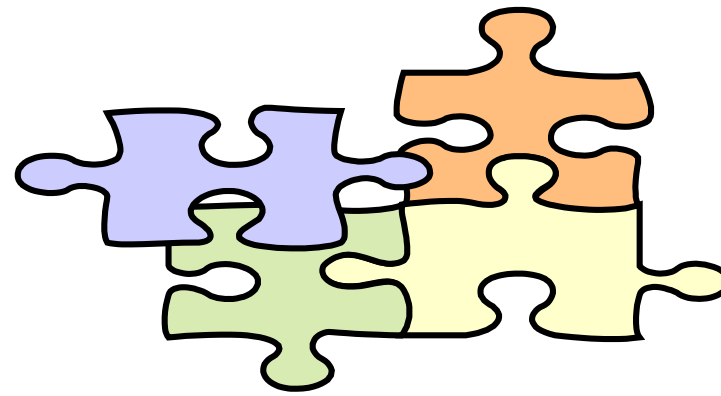
- Conducted at least twice each year. (Formal site-visits are not required for the assistant principal.)

Local District Decision:

- Identify timeline for site-visits.
- Describe conference expectations following site visits.
- Describe site-visit connections to Principal Performance Standards.

Professional Practice

Val-ED



Required:

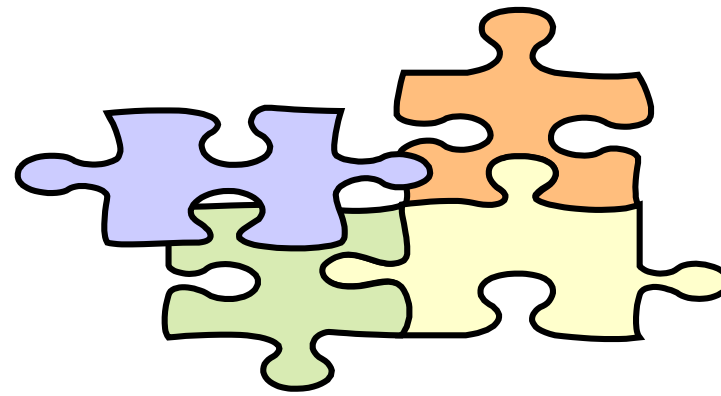
- Conducted at least once every two years in the school year that TELL Kentucky is not administered.

Local District Decision:

- Identify a point of contact for overseeing and administering Val-Ed 360°.
- Identify the frequency of Val-Ed 360° administration.
- Identify the timeline for administration of Val-Ed 360°.
- Describe how Val-Ed 360° results will be used.
- Identify who will have access to Val-Ed 360°

Professional Practice

Working Conditions Goal



Required:

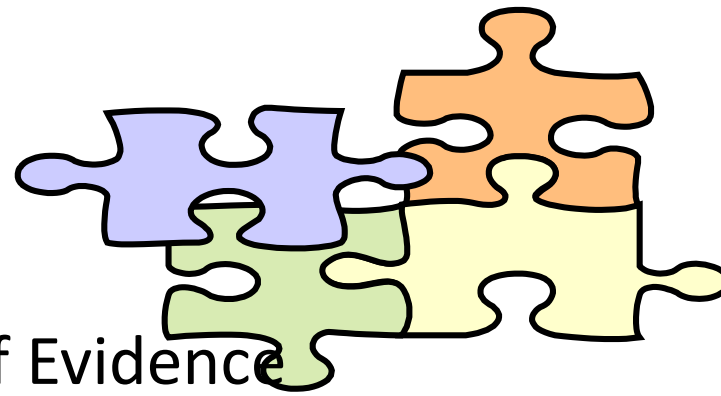
- Developed following the completion of the TELL Kentucky Survey.
- Minimum of one 2-year goal.

Local District Decision:

- Identify the number of Working Conditions Goals that will be required.
- Describe the process used to establish the Working Conditions Goal rubric.
- Describe how a mid-point review will be conducted.
- Identify any additional surveys or evidence that will be used to inform the Working Conditions Goal(s).

Professional Practice

Products of Practice/Other sources of Evidence



Local District Decision:

- SBDM Minutes
- Faculty Meeting Agendas and Minutes
- Department/Grade Level Agendas and Minutes
- PLC Agendas and Minutes
- Leadership Team Agendas and Minutes
- Instructional Round/Walk-through documentation
- Budgets
- EILA/Professional Learning experience documentation
- Surveys
- Professional Organization memberships
- Parent/Community engagement surveys
- Parent/Community engagement events documentation
- School schedules

Arriving at a Student Growth Rating

Sources of Evidence to Inform Student Growth (Student Growth Ratings)

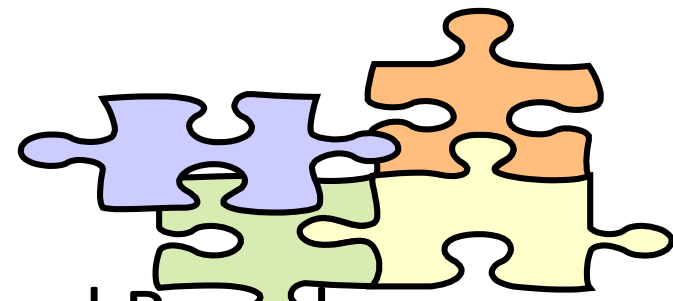
State Contribution – ASSIST/NGL Goal

Local Contribution – Based on School Needs

May parallel state contribution

At least one (1) of the Student Growth Goals set by the Principal must address gap populations. Assistant Principals will inherit the SGGs (both state and local contributions) of the Principal.

Student Growth



State Contribution-Assist/NGL Goal Based on Trajectory

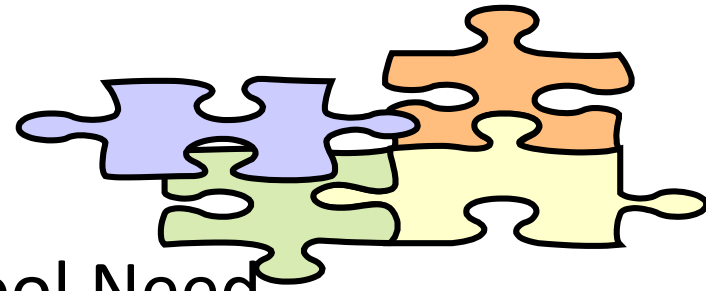
Required:

- Selection based on ASSIST/NGL trajectory.
- Based on Gap population unless Local goal is based on Gap population.

Local District Decision:

- Describe process for determining interim trajectory goals.
- Describe process for determining high, expected, low growth.

Student Growth



Local Contribution-Based on School Need
may parallel state contribution

Required:

- Based on Gap population unless State goal is based on Gap population.

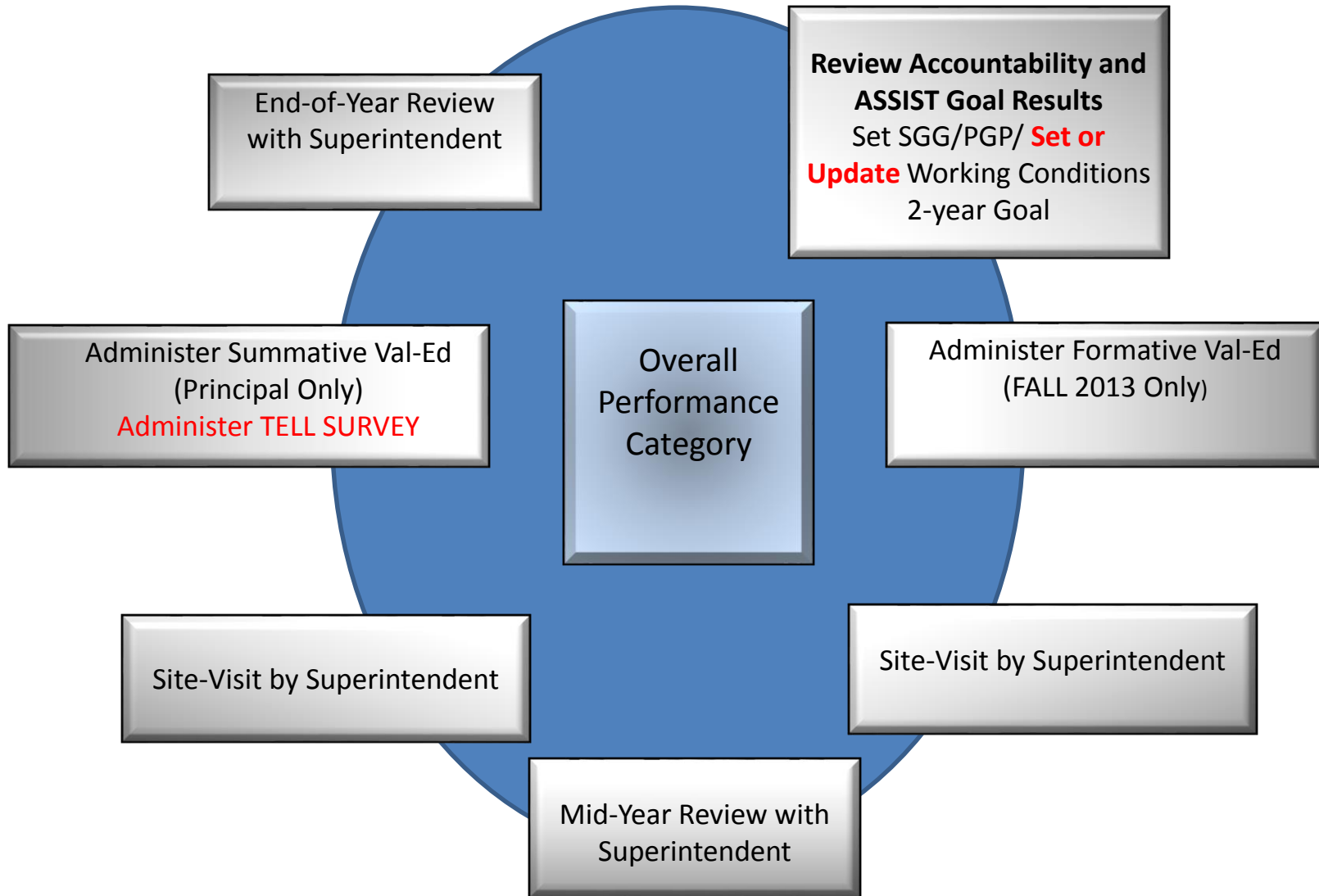
Local District Decision:

- Identify the number of local goals for principal
- Describe process to develop local goals.
- Describe process for determining high, expected, low growth.
 - Describe process for determining high, expected, low growth if multiple local student growth goals are required.

Two Year Cycle of the PPGES

Where are we now?

Annual Evaluation



Assistant Principal Requirements

- Professional Growth Plan and Self Reflection
 - Completed independent of the principal
- Working Conditions Goal
 - Inherited from the principal
- Student Growth Goals – State & Local
 - Inherited from the principal
- Mid-Year Reviews completed by Principal
- Evaluated by the Principal annually
 - Principal Performance Standards & Student Growth
 - Use Overall Performance Category

PROFESSIONAL PRACTICE

SOURCES OF EVIDENCE TO INFORM PROFESSIONAL PRACTICE

REQUIRED

Professional Growth Plans and Self-Reflection
Site-Visit
Val-Ed 360
/Working Conditions

OPTIONAL

Other: District-Determined – Must be identified in the CEP

PROFESSIONAL JUDGMENT & DECISION RULES

DOMAIN RATINGS

Instructional Leadership: [I,D,A,E]

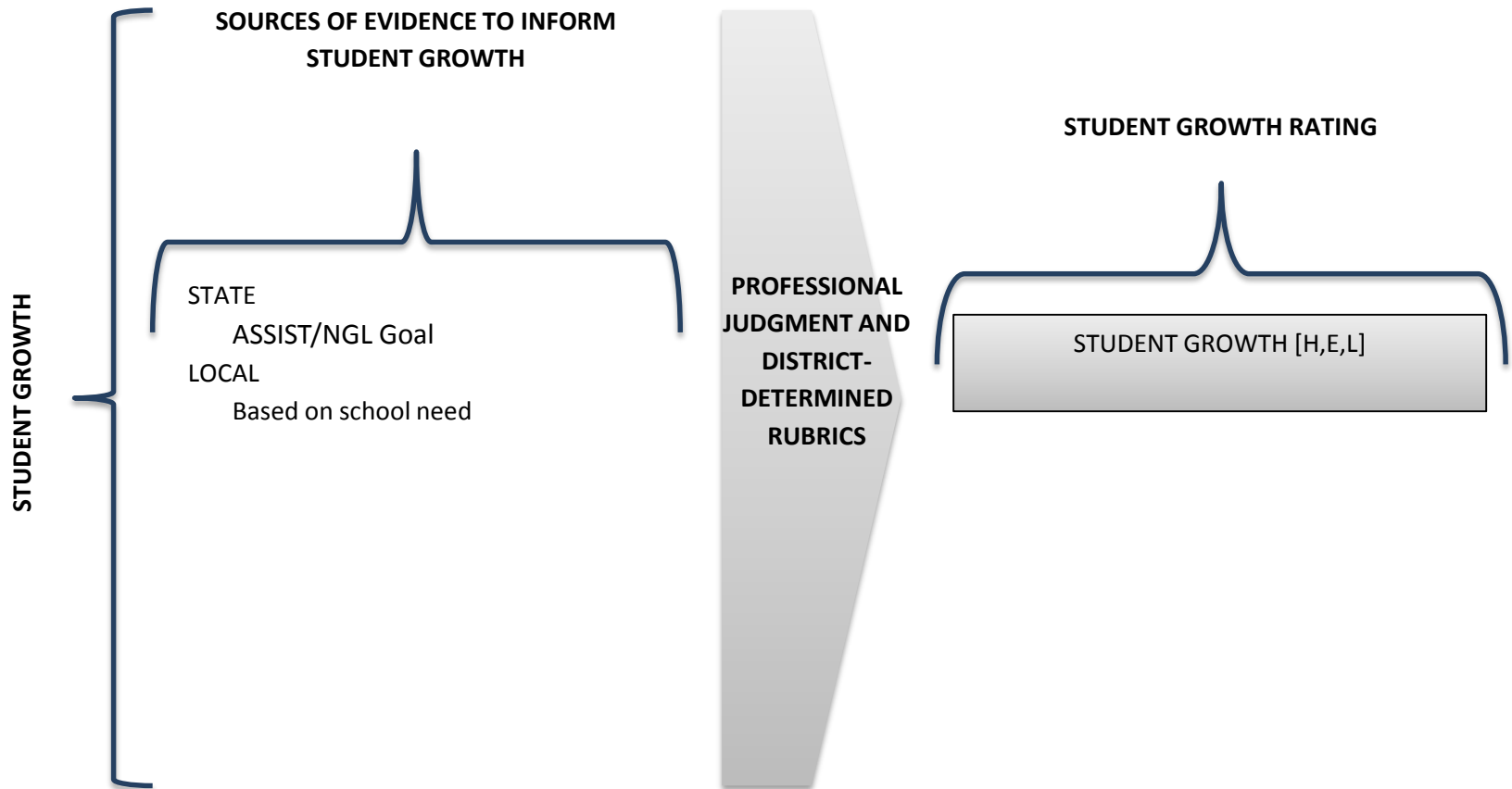
School Climate: [I,D,A,E]

Human Resource Management: [I,D,A,E]

Organizational Management: [I,D,A,E]

Communication & Community Relations: [I,D,A,E]

Professionalism: [I,D,A,E]



Overall Performance Category

Professional Practice Based on
Principal Performance Standards

Exemplary	"Shall" have a minimum of a directed growth plan	"Shall" have a minimum of a self-directed growth plan	"Shall" have a minimum of a self-directed growth plan
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Student Growth

District Decisions

- ✓ Professional Growth Plan & Self Reflection
- ✓ Site Visits
- ✓ Administration of Val-Ed 360
- ✓ Working Conditions Goal based on TELL Survey
- ✓ Student Growth



Office of Next Generation Learners

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Office of Next Generation Learners